



Energy Workforce Transformation and Economic Development Program (MN)

Executive Summary

"There is a tremendous opportunity for women and minorities to acquire the skills and knowledge necessary to fill the thousands of high-skilled, high-wage jobs that the energy industry is demanding. TCI Solutions has pioneered an innovative energy workforce transformation model in the national effort to develop the diverse pool of talent for this booming industry. The business case has been made, and we look to ensure that the shared responsibilities of industry, education, and community support organizations are understood, reinforced, and executed."

- Deon Clark
Chief Executive Officer
TCI Solutions, LLC

The **Legacy** /³ Program

TCI Solutions created the **Legacy** /³ Workforce Transformation Program to provide companies with a low-cost, sustainable method of developing local, diverse talent into viable candidates for employment. The **Legacy** /³ Program model is based on a collaborative approach in which we synchronize and leverage the existing resources from 5 key sectors:

1. The relevant industry
2. Local secondary educational institutes
3. Local post-secondary educational institutes
4. Local/National community based organizations
5. Local, State & Federal government

We help companies to understand and establish the business case for short-term and long-term talent pipeline development, and ensure that the shared responsibilities of industry, education, and support organizations are understood and reinforced.

How does the **Legacy** /³ Workforce Transformation Program work?

The **Legacy** /³ Workforce Transformation Program works off of the premise that any industry or organization can participate in developing individuals into viable employment candidates. Our development process is simple and straight forward:

1. We align all stakeholders and outline areas of responsibility, and verify that our shared responsibilities are understood and reinforced.
2. We work with the employer to identify the competencies, skills and knowledge associated with the desired employment positions.
3. We identify the educational institutions where relevant training is conducted, and we synchronize their efforts to create a specific career training pathway.
4. We expose students and community members to the employment opportunities, generate interest, and then select the best candidates for development.
5. We ensure program participants take recommended industry related training courses; as well as personal development, life and workplace skills training.
6. Through our partners, we provide wrap around support services as needed, to the participant and their family, to ensure program participants stay the course and are successful in obtaining the competencies, skills and knowledge required for employment.
7. We present the employers with a group of diverse candidates, all of whom have acquired the competencies, skills and knowledge associated with the desired employment positions.

8. Through our partners, we continue to provide wrap around support to ensure a smooth transition into the energy industry.

What we provide to employers

Through our partnerships with the 5 key sectors identified above, our program is designed to provide the following benefits to the Energy Industry employers:

1. Platform to introduce and expose underrepresented populations to the opportunities within the Energy Industry
2. Virtually unlimited access and engagement opportunities with students and their families
3. Access to local, diverse candidates who are genuinely interested in a career in energy, and who meet the minimum requirements for employment
4. Opportunity to build brand loyalty, and increase retention rates of new hires
5. Implementation of a strong talent pipeline at a low cost

What we provide to schools

Through our partnerships, our program is designed to provide the following benefits to the educational institutes:

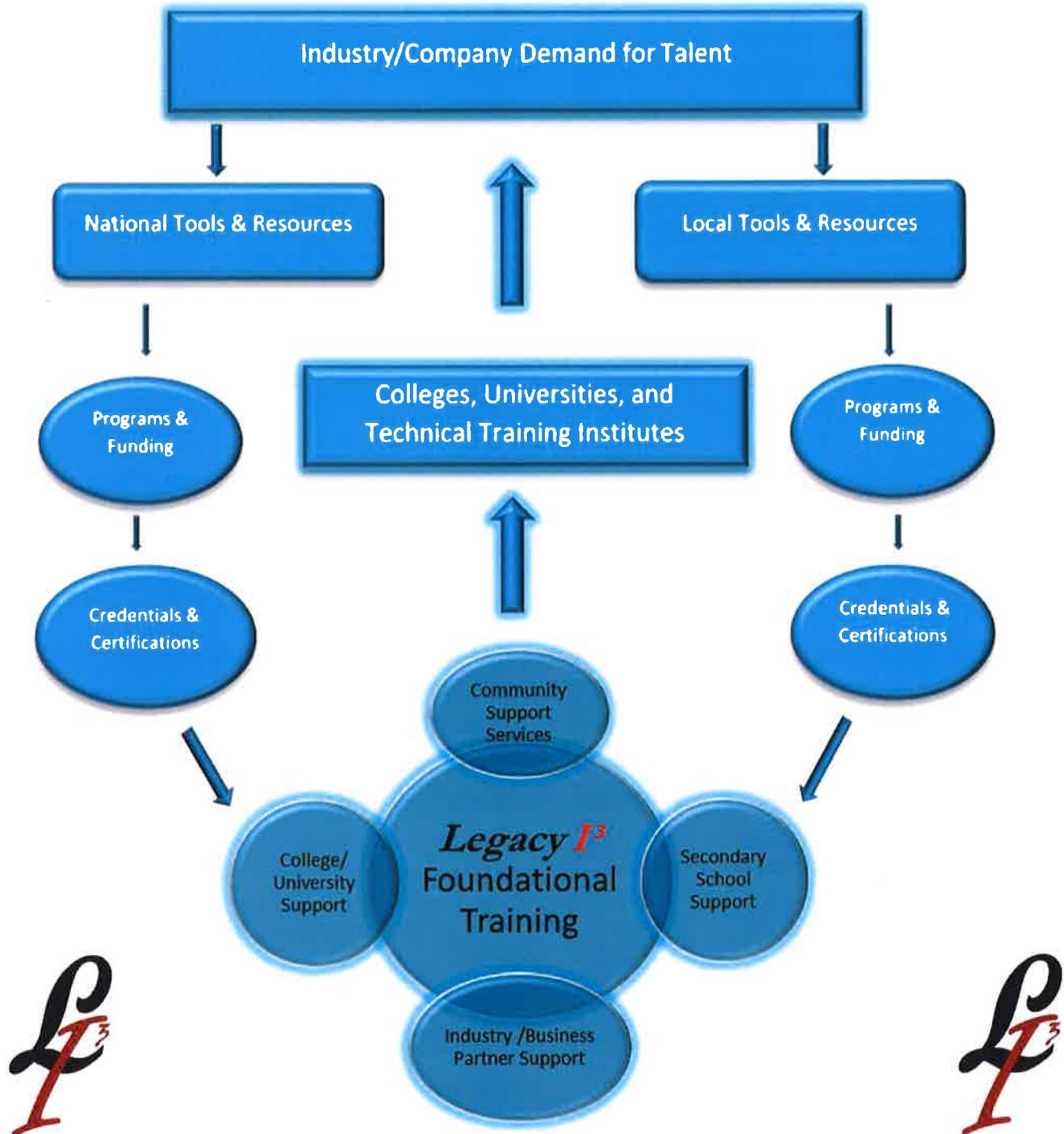
1. Assist with the overall increase in participation in AP, IB and CTE College & Career Readiness programs among underrepresented populations.
2. Improve Marketing and Recruitment of AP/IB and Postsecondary Readiness Programs
3. Increase relevance of student academics to desired career paths
4. Establish and/or Increase Business and Community Partner Engagement

What we provide to the community

Through our partnerships, our program is designed to provide the following benefits to the community at large:

1. Exposure to the various opportunities within the Energy Industry
2. Pathways to careers
3. Increased engagement from local employers and businesses
4. Financial literacy and stability training

Our Model



Legacy I³ Program Model

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